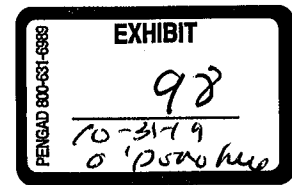# EXHIBIT N

From: mjeanty@u.washington.edu
Date: June 30, 2017 7:28:35 PM (-07)
To: Tricia L Roland
Cc: 'David L. Tirschwell'; 'Marthilde Brzycki'; 'KIM FRANCIS'; 'Nola Balch'; 'Kathy M Hare'; 'Kelly J. Paananen'
Subject: **RE: Your return to work on 7/3**

Attachments:

Hi Tricia,

Friday 7/7 is 8 hours - I am allowed by law to have a 30 minute lunch period and 15 minute breaks - which you left out.

My notes have been completed in a timely manner per hospital policy since hired with 100% compliance for billing prior to you changing my workflow.

My regular workflow was 5 patients on Tuesdays - and I requested 5 patients to be added on Fridays (total 10 patients) -completing some of my notes and follow-ups the next workday.

In your new workflow, you mentioned 3 cases on Fridays and 6 cases on Tuesdays - total 9 patients.
As I have mentioned to you and Kelly on multiple occasions, the patients do not show up exactly at their appointment time or roomed at the exact scheduled time.

Unfortunately, I cannot handle working part-time and seeing 6 patient on a clinic day; which is more than my usual load at this time. And based on your workflow, I will not have prep time for Tuesdays clinic. I will no longer be able to add any add-ons like I used to on my clinic days - due to the schedule restrictions and recent disruption to my workflow.

I can see 3-4 patients on Tuedays and 2-3 patients on Fridays - giving me time to go to didactics and conference. That is close to evenly distributed and is 7 out of my usual 10 patients.

I would like advance warning prior to any meeting with you and Kelly. I need my union representative present during any private meeting with you, Kelly, and any other member of management.

Thank you,
Marthilde

On Fri, 30 Jun 2017, Tricia L Roland wrote:

> David is right they were attached but I've included again.
>
> Tricia
>
>
> Tricia L. Roland, MPH, BSN, RN
> Stroke Program Manager
>
> Harborview Medical Center
> 325 Ninth Avenue, Seattle, WA 98104
> Mailbox 359775 | 3CT-79.1
> Phone (206) 744-2403 | Fax (206) 744-3976
> Email: troland@uw.edu

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> reply email, and then destroy all copies of the message and any attachments.
> See our Notice of Privacy Practices at www.uwmedicine.org."
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>
> -----Original Message-----
> From: David L. Tirschwell [mailto:tirsch@uw.edu]
> Sent: Friday, June 30, 2017 5:48 PM
> To: Marthilde Brzycki
> Cc: Tricia Roland; Marthilde Brzycki; KIM FRANCIS; Nola Balch; Kathy M Hare;
> Kelly J. Paananen
> Subject: Re: Your return to work on 7/3
>
> There was an attachment to the email, i saw them
>
> Thank you
> ======================================
> David Tirschwell, MD
> Harborview Neurology and
> UW Medicine Comprehensive Stroke Center
>
>> On Jun 30, 2017, at 5:46 PM, "mjeanty@u.washington.edu"
> <mjeanty@u.washington.edu> wrote:
>>
>> Hello,
>> Where are the slides?
>>
>>> On Fri, 30 Jun 2017, Tricia L Roland wrote:
>>>
>>> Mattie,
>>>
>>> I was made aware by Kim Francis that you plan to return to work on
>>> Monday. I have attached a schedule that works best to fit the needs
>>> of the department as well as accommodates your FMLA request.
>>>
>>> You can see in the attachment there are two slides. Slide 1 is your
>>> schedule from Monday 7/3 - Monday 7/10. I needed to make adjustments
>>> due to Friday clinic being booked and the July 4th holiday. Slide 2
>>> represents your schedule from 7/11 on until your FMLA is either
>>> completed or reevaluated on 9/1/17.
>>>
>>> Please keep in mind this is subject to change should the needs of the

>>> department change but if any changes need to be made I will give you
>>> ample notice.
>>>
>>> I'm glad we were able to make this work. Should you have any
>>> questions please do not hesitate to reach out, otherwise I will plan
>>> to see you in the office on Monday.
>>>
>>>
>>>
>>> Tricia
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>>> Tricia L. Roland, MPH, BSN, RN
>>>
>>> Stroke Program Manager
>>>
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>>> Harborview Medical Center
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>>> Email: <mailto:troland@uw.edu> troland@uw.edu
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